

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
18-CA-296643Date Filed
May 26, 2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer CARMEN HIGH SCHOOL OF SCIENCE AND TECHNOLOGY, INC.		b. Tel. No. (414) 837-4000
		c. Cell No.
		f. Fax No. (414) 384-4455
d. Address (Street, city, state, and ZIP code) 1712 S. 32nd Street Milwaukee, WI 53215	e. Employer Representative Jennifer Lopez, Chief Executive Officer	g. e-mail lopezjennifer@carmenhighschool.org
		h. Number of workers employed 206
i. Type of Establishment (factory, mine, wholesaler, etc.) Charter School	j. Identify principal product or service Educational Services	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

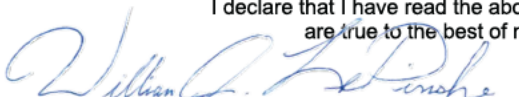
Within the previous six months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by interrogating employees and telling employees they could not engage in protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
District Lodge 10, International Association of Machinists and Aerospace Workers, AFL-CIO

4a. Address (Street and number, city, state, and ZIP code) 1901 S. Meyers Rd., Suite 210 Oakbrook Terrace, IL 60181	4b. Tel. No. (815) 280-6400
	4c. Cell No. (815) 214-4587
	4d. Fax No. (815) 280-6345
	4e. e-mail wlepinske@iamaw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Association of Machinists and Aerospace Workers, AFL-CIO**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.


(signature of representative or person making charge)

William J. LePinske, GLR

(Print/type name and title or office, if any)

1901 S. Meyers Rd., Suite 210
Address Oakbrook Terrace, IL 60181

Date May 26, 2022

Tel. No.
(815) 280-6400Office, if any, Cell No.
(815) 214-4587Fax No.
(815) 280-6345e-mail
wlepinske@iamaw.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 30
310 West Wisconsin Avenue, Suite 450W
Milwaukee, WI 53203-2246

Agency Website: www.nlrb.gov
Telephone: (414)297-3861
Fax: (414)297-3880



Download
NLRB
Mobile App

May 31, 2022

Jennifer Lopez, Chief Executive Officer
Carmen High School of Science
and Technology, Inc.
1712 South 32nd Street
Milwaukee, WI 53215

Re: Carmen High School of Science
and Technology, Inc.
Case 18-CA-296643

Dear Ms. Lopez:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner CLINTON M. NEWMAN whose telephone number is (414) 930-7196. If this Board agent is not available, you may contact Assistant to the Regional Director ERIC BOERSCHINGER whose telephone number is (414) 930-7192.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your

representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Correspondence: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, www.nlr.gov. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

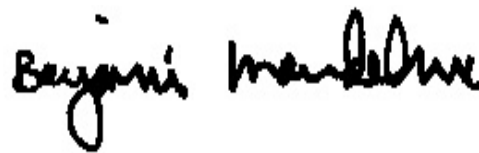
In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

JENNIFER A. HADSALL
Regional Director



By:
BENJAMIN MANDELMAN
Officer in Charge

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 30
310 West Wisconsin Avenue, Suite 450W
Milwaukee, WI 53203-2246

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Telephone: (414)297-3861
Fax: (414)297-3880



Download
NLRB
Mobile App

May 31, 2022

William J. LePinske, Grand Lodge Representative
District Lodge 10, International Association of
Machinists & Aerospace Workers, AFL-CIO
1901 South Meyers Road, Ste 210
Oakbrook Terrace, IL 60181-5206

Re: Carmen High School of Science
and Technology, Inc.
Case 18-CA-296643

Dear Mr. LePinske:

The charge that you filed in this case on May 26, 2022 has been docketed as case number 18-CA-296643. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner CLINTON M. NEWMAN whose telephone number is (414) 930-7196. If this Board agent is not available, you may contact Assistant to the Regional Director ERIC BOERSCHINGER whose telephone number is (414) 930-7192.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board

agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

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If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

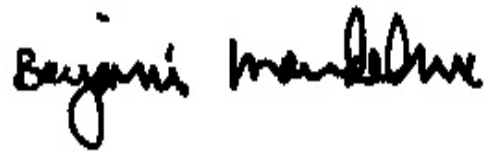
In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability.
Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

JENNIFER A. HADSALL
Regional Director

A handwritten signature in black ink, appearing to read "Benjamin Mandelman". The signature is written in a cursive, somewhat stylized script.

By:
BENJAMIN MANDELMAN
Officer in Charge

Copy of charge only sent to:

William H. Haller, Associate General Counsel
International Association of Machinists
and Aerospace Workers
9000 Machinists Place, Room 202
Upper Marlboro, MD 20772

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

Carmen High School of Science and Technology, Inc.
and
District Lodge 10, International Association of Machinists & Aerospace Workers, AFL-CIO

CASE 18-CA-296643

Carmen High School of Science and Technology, Inc.

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF _____
Carmen High School of Science and Technology, Inc.


IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☐ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: MICHAEL L. SULLIVAN	
MAILING ADDRESS: 55 E Monroe St Ste 3300, Goldberg Kohn Ltd	
Chicago IL	
E-MAIL ADDRESS: michael.sullivan@goldbergkohn.com	
OFFICE TELEPHONE NUMBER: 3122013963	
CELL PHONE NUMBER: 3125456657	FAX: 3128637463
SIGNATURE: 	
DATE: Monday, June 6, 2022 3:08 PM Central Standard Time	

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY. A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

Carmen High School of Science and Technology, Inc.
and
District Lodge 10, International Association of Machinists & Aerospace Workers, AFL-CIO

CASE 18-CA-296643

Carmen High School of Science and Technology, Inc.

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF _____
Carmen High School of Science and Technology, Inc.


IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

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(REPRESENTATIVE INFORMATION)

NAME: Meredith Kirshenbaum	
MAILING ADDRESS: 55 E Monroe St Ste 3300	
Chicago IL	
E-MAIL ADDRESS: meredith.kirshenbaum@goldbergekohn.com	
OFFICE TELEPHONE NUMBER: 3122014000	
CELL PHONE NUMBER:	FAX:
SIGNATURE: 	
DATE: Monday, June 6, 2022 5:37 PM Central Standard Time	

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY. A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF

Carmen High School of Science and Technology, Inc.

Case 18-CA-296640

18-CA-296643

18-CA-296936

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

POSTING AND MAILING OF NOTICE — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice to the Charged Party in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of the Charged Party will then sign and date those Notices and immediately post them in prominent places at the following facilities: Carmen Middle/High School of Science and Technology, Northwest – 5496 North 72nd St Milwaukee, WI 53218; Carmen High School of Science and Technology, South – 1712 South 32nd Street Milwaukee, WI 53215; Carmen Middle School of Science and Technology, South – 2433 S. South 15th Street Milwaukee, WI 53215; Carmen High School of Science and Technology, Southeast – 2500 West Oklahoma Ave Milwaukee, WI 53215; Stellar Elementary – 2431 South 10th Street Milwaukee, WI 53215; and at 1501 S. Layton Blvd., Milwaukee, WI 53215; including in the employee breakrooms, and all other places where the Charged Party normally posts notices to employees. The Charged Party will keep all Notices posted for 60 consecutive days after the initial posting. The Charged Party will also copy and mail, at its own expense, a copy of the attached Notice to all current employees and former employees who were employed at any time since January 1, 2022 at any of the above facilities.

If the Employer's place of business is currently closed and a substantial number of employees are not reporting to the facility due to the Coronavirus pandemic or is operating with less than a substantial complement of employees, the 60 consecutive day period for posting will begin when the Employer's place of business reopens and a substantial complement of employees have returned to work. For purposes of this notice posting, a substantial complement of employees is at least 50% of the total number of employees employed by the Employer prior to closing its business due to the Coronavirus pandemic. If the Employer's place of business is currently closed due to the Coronavirus pandemic, the Employer will mail the Notice to its employees when the Employer's place of business reopens. Those Notices will be signed by a responsible official of the Charged Party and show the date of mailing. The Charged Party will provide the Regional Director written confirmation of the date of mailing and a list of names and addresses of employees to whom the Notices were mailed.

E-MAILING NOTICE - The Charged Party will email a copy of the signed Notice in English, and in additional languages if the Regional Director decides that it is appropriate, to all employees who work at the facility the following facilities: Carmen Middle/High School of Science and Technology, Northwest – 5496 North 72nd St Milwaukee, WI 53218; Carmen High School of Science and Technology, South – 1712 South 32nd Street Milwaukee, WI 53215; Carmen Middle School of Science and Technology, South – 2433 S. South 15th Street Milwaukee, WI 53215; Carmen High School of Science and Technology, Southeast – 2500 West Oklahoma Ave Milwaukee, WI 53215; Stellar Elementary – 2431 South 10th Street Milwaukee, WI 53215; and at 1501 S. Layton Blvd., Milwaukee, WI 53215. The message of the e-mail transmitted with the Notice will state: "We are distributing the Attached Notice to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region 18 of the National Labor Relations Board in Cases 18-CA-296640; 18-CA-296643; and 18-CA-296936." If the Employer's place of business is currently closed due to the Coronavirus pandemic,

Initials: _____

the Employer will email the copy of the Notice to its employees when the Employer's place of business reopens. To document its compliance with this requirement, the Charged Party will e-file a copy of its distribution e-mail, with all of the recipients' e-mail addresses visible, along with a copy of the attached Notice and a fully completed Certification of Posting form, via the Agency's e-filing portal at www.nlr.gov.

COMPLIANCE WITH NOTICE — The Charged Party will comply with all the terms and provisions of said Notice.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case(s), including all allegations covered by the attached Notice to Employees made part of this agreement, and does not settle any other case(s) or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes No
 (b) (6), (b) (7)(C) Initials Initials

PERFORMANCE — The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days' notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the Regional Director will issue a Complaint that includes the allegations covered by the Notice to Employees, as identified above in the Scope of Agreement section, as well as filing and service of the charge(s), commerce facts necessary to establish Board jurisdiction, labor organization status, appropriate bargaining unit (if applicable), and any other allegations the General Counsel would ordinarily plead to establish the unfair labor practices. Thereafter, the General Counsel may file a Motion for Default Judgment with the Board on the allegations of the Complaint. The Charged Party understands and agrees that all of the allegations of the Complaint will be deemed admitted and that it will have waived its right to file an Answer to such Complaint. The only issue that the Charged Party may raise before the Board will be whether it defaulted on the terms of this Settlement Agreement. The General Counsel may seek, and the Board may impose, a full remedy for each unfair labor practice identified in the Notice to Employees. The Board may then, without necessity of trial or any other proceeding, find all allegations of the complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to the Charged Party on all issues raised by the pleadings. The Charged Party agrees that the Board may then issue an order providing, as elected by the Regional Director, a full remedy for the violations found as is

Initials: _____

appropriate to remedy such violations, and/or an order requiring the Charged Party to perform terms of this settlement agreement as specified by the Regional Director. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board order ex parte, after service or attempted service upon Charged Party/Respondent at the last address provided to the General Counsel.

NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party Carmen High School of Science and Technology, Inc.		Charging Party District Lodge 10, International Association of Machinists & Aerospace Workers, AFL-CIO	
By:	Name and Title	Date	
		9/12/22	
(b) (6), (b) (7)(C)			
Print Name and Title below		Print Name and Title below	
		William J. LePinske, Grand Lodge Representative	

Recommended By:	Date	Approved By:	Date
	10/3/2022		10/3/2022
/s/ Clinton M. Newman Clinton M. Newman Field Examiner		/s/ Jennifer A. Hadsall JENNIFER A. HADSALL Regional Director, Region 18	

Initials: _____

(To be printed and posted on official Board notice form)

AS PART OF THE SETTLEMENT AGREEMENT RESOLVING UNFAIR LABOR PRACTICE CHARGES THAT WE VIOLATED THE NATIONAL LABOR RELATIONS ACT, WE HAVE AGREED TO HEREBY NOTIFY AND ASSURE YOU THAT WE WILL FULLY RESPECT EMPLOYEE RIGHTS UNDER THE ACT. ACCORDINGLY, WE WILL NOT CONDONE OR TOLERATE ANY CONDUCT BY OUR AGENTS/REPRESENTATIVES WHICH DOES NOT COMPLY WITH THE PROVISIONS OF THIS NOTICE. MORE SPECIFICALLY,

THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT interfere with, restrain, or coerce you in the exercise of the above rights.

WE WILL NOT ask you about your support, or other employees' support for a union, including support for District Lodge 10, International Association of Machinists & Aerospace Workers, AFL-CIO ("Union").

WE WILL NOT ask about your concerted discussions with coworkers about your future employment plans, or about your wages, hours, or other terms and conditions of employment.

WE WILL NOT threaten that choosing to be represented by the Union will interfere with your relationship with us, or that union representation would prevent you from communicating to us about your employment concerns.

WE WILL NOT threaten that supporting the Union or engaging in union activities will decrease our flexibility towards your wages, hours or other terms and conditions of employment, or that your support of the Union will result in a loss of raises or other benefits.

WE WILL NOT prohibit you from engaging in activities together with your coworkers to address your workplace concerns, including discussions about your future employment plans.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

Carmen High School of Science and Technology, Inc.
(Employer)

Initials: _____

Dated: _____ **By:** _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Callers who are deaf or hard of hearing who wish to speak to an NLRB representative should send an email to relay.service@nlrb.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service call.

Federal Office Building
310 W. Wisconsin Avenue, Suite 450W, Milwaukee,
WI 53204

Telephone:
(414)297-3861

Hours of Operation: 8 a.m. to 4:30 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.

Initials: _____



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 18
Federal Office Building
212 Third Avenue South, Suite 200
Minneapolis, MN 55401-2657

Agency Website: www.nlr.gov
Telephone: (612)348-1757
Fax: (612)348-1785

Agent's Direct Dial: (952)703-2883

Email address: deann.helget@nlrb.gov

October 17, 2022

VIA EMAIL ONLY

Jennifer Lopez, Chief Executive Officer
Carmen High School of Science and Technology, Inc.
1712 South 32nd Street
Milwaukee, WI 53215
lopezjennifer@carmenhighschool.org

Re: Carmen High School of Science and
Technology, Inc.
Case 18-CA-296640, 18-CA-296643 and
18-CA-296936

Dear Ms. Lopez:

Enclosed is a conformed copy of the Settlement Agreement in the above matter that was approved on October 3, 2022. The Settlement Agreement is now in effect and has been assigned to me to secure compliance with its terms. This letter discusses what the Employer needs to do to comply with the Agreement and sets forth deadlines for the return of documentary evidence and certifications demonstrating the Employer's efforts to comply. In corresponding with the Agency during the compliance phase, please be advised that the NLRB requires the mandatory electronic filing of all case documents via the Agency's e-filing portal at www.nlr.gov.

Physically Post Notice (Multi-Page): Enclosed are printable copies of the official Notice to Employees. Each Notice consists of two 8 ½" by 14" pages, labeled "Panel 1 of 2" and "Panel 2 of 2." The two panels should be treated as one 17" by 14" document, with the panel labeled "Panel 1 of 2" posted first on the left, "Panel 2 of 2" on the right. By October 28, 2022, the Employer must:

- Print each panel of the attached Notices in color on 8 ½ by 14 inch legal-sized paper and ensure that each copy of the Notice retains the heading in blue lettering at the top of the Notice and the footer containing the Employer's signature and the Region's contact information.
- Have a responsible official of the Employer, not the Employer's attorney, sign and date the Notices.
- Post the signed Notices in prominent places at the following facilities: Carmen Middle/High School of Science and Technology, Northwest – 5496 North 72nd St

Case(s) 18-CA-296640 et al.

Milwaukee, WI 53218; Carmen High School of Science and Technology, South – 1712 South 32nd Street Milwaukee, WI 53215; Carmen Middle School of Science and Technology, South – 2433 S. South 15th Street Milwaukee, WI 53215; Carmen High School of Science and Technology, Southeast – 2500 West Oklahoma Ave Milwaukee, WI 53215; Stellar Elementary – 2431 South 10th Street Milwaukee, WI 53215; and at 1501 S. Layton Blvd., Milwaukee, WI 53215; including in the employee breakrooms, and all other places where the Charged Party normally posts notices to employees for a period of 60 consecutive days.

The Employer must take reasonable steps to ensure that the Notices are not altered, defaced or covered by other material. During the posting period, a member of the Regional Office staff may visit the Employer's facility to inspect the Notices.

Coronavirus Pandemic Delay: If the facility involved in these proceedings is open and staffed by a substantial complement of employees, the Notices must be physically posted and distributed by all means described in this letter by October 28, 2022. If the facility involved in these proceedings is closed due to the Coronavirus pandemic, the Notices must be posted and distributed by all means described in this letter within 14 days after the facility reopens and a substantial complement of employees have returned to work, and the Notices may not be posted until a substantial complement of employees have returned to work. A substantial complement of employees is at least 50% of the total number of employees employed by the Employer prior to closing its business due to the Coronavirus pandemic. The Employer should be prepared to provide monthly updates as to the status of operations at its facility.

Electronically Mail Notice: The Settlement Agreement provides that the Employer will also distribute the Notice electronically to all employees who work at the following facilities: Carmen Middle/High School of Science and Technology, Northwest – 5496 North 72nd St Milwaukee, WI 53218; Carmen High School of Science and Technology, South – 1712 South 32nd Street Milwaukee, WI 53215; Carmen Middle School of Science and Technology, South – 2433 S. South 15th Street Milwaukee, WI 53215; Carmen High School of Science and Technology, Southeast – 2500 West Oklahoma Ave Milwaukee, WI 53215; Stellar Elementary – 2431 South 10th Street Milwaukee, WI 53215; and at 1501 S. Layton Blvd., Milwaukee, WI 53215. The message of the e-mail transmitted with the Notice will state: "We are distributing the Attached Notice to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region 18 of the National Labor Relations Board in Cases 18-CA-296640; 18-CA-296643; and 18-CA-296936." By October 28, 2022, the Employer must:

- E-file a copy of its distribution e-mail, with all of the recipients' e-mail addresses visible, along with a copy of the attached Notice and a fully completed Certification of Posting form, via the Agency's e-filing portal at www.nlrb.gov.

Mail Notice: The Settlement Agreement provides that the Employer shall duplicate in color and mail, at its own expense, a copy of the notice to all current employees and former employees employed by the Employer at any time since January 1, 2022 at any of the

October 17, 2022

above facilities shown in the above “Physically Post Notice” paragraph. By October 28, 2022, the Employer must:

- Print the attached Notices in color on 8 ½ by 14 inch legal-sized paper and ensure that each copy of the Notice retains the heading in blue lettering at the top of the Notice, and the footer containing’s signature and the Region’s contact information.
- Have a responsible official of the Employer, not the Employer’s attorney, sign and date the Notices.
- Mail the Notices, at the Employer’s expense.
- Confirm in writing on the Certification of Posting form the date of actual mailing and provide a list of names and addresses of employees to whom the Notices were mailed.

Certifications of Compliance: A Certification of Posting forms is enclosed. The Employer must complete and return the following forms by the deadlines listed below:

- By October 28, 2022, return via e-file the completed Certification of Posting form, along with a color copy of the signed Notice and, if applicable, documentary evidence to support the Employer’s compliance with distributing the signed Notice to employees through other methods.

Electronic Filing of Documents: The NLRB requires mandatory electronic filing of all case documents. See [GC 20-01](#) for more information. Written instructions for using the Agency’s e-filing system and the Agency’s Electronic Filing Terms and Conditions have been posted on the Agency’s [website](#). The Agency’s website also contains a [video demonstration](#) which provides step-by-step instructions for e-filing.

Case Closing

When all the affirmative terms of the Settlement Agreement have been fully complied with and there are no reported violations of its negative provisions, you will be notified that these cases have been closed on compliance. Timely submission of the Certifications of Posting and Compliance, along with the documents requested within, will assist the Regional Office in recommending the closing of these cases in a timely manner.

Your cooperation in this matter will be appreciated.

Very truly yours

/s/Deann Helget

Compliance Assistant

Enclosures: Copy of Conformed Settlement Agreement
Notices to Employees

Case(s) 18-CA-296640 et al.

Certification of Posting Form
Certification of Compliance Form

cc: William J. LePinske, Grand Lodge Representative
District Lodge 9, International Association of
Machinists & Aerospace Workers, AFL-CIO
1901 South Meyers Road, Ste 210
Oakbrook Terrace, IL 60181-5206
wlepinske@iamaw.org

Michael L. Sullivan, Attorney
Goldberg Kohn, Ltd.
55 East Monroe Street
Suite 3300
Chicago, IL 60603
michael.sullivan@goldbergkohn.com

Meredith S. Kirshenbaum, Attorney
Goldberg Kohn Ltd
55 E Monroe St Ste 3300
Chicago, IL 60603-5792
msk@goldbergkohn.com

CERTIFICATION OF POSTING

**RE: Carmen High School of Science and Technology, Inc.
Case(s) 18-CA-296640**

Due Date: October 28, 2022

(If additional space is needed to provide a full response, attach a sheet(s) with the necessary information.)

As required by the Settlement Agreement in this matter, this document is a sworn certification of the steps that the Employer has taken to comply

Delayed Posting

Complete this section only and return to the Region if the Employer's place of business is currently closed or does not have a substantial complement, at least 50% of the employees, due to the Coronavirus Pandemic. On a monthly basis, the Employer should submit updates on the status of the business.

I certify that the Employer's facility is currently closed/operating with a less than a substantial complement of employees. We anticipate reopening the Employer's facility/returning a substantial complement of employees back to work on _____. The Certification of Compliance below will be completed and returned to the Region shortly after the anticipated date above.

CHARGED PARTY

By: _____

Title: _____

Date: _____

Physical Posting

The signed and dated Notice to Employees in the above matter was posted on
(date) 10/27/22 at the following locations: (List specific places of posting)

Stellar Elementary: Teachers Lounge; Southeast High School - Main Office/Copy Machine;
South Middle School: Library/Copy Room; Northwest Middle School - Copy Room/Main Office
Northwest High School - Main Office/Copy Room; South High School - Main Office/ Copy Room;
1501 S. Layton Blvd - Coffee/Beverage Area

_____ ; N _____

A legible copy of the signed Notice, displaying full text of the Notice, including the date, signature and title of the responsible official of the Employer was e-filed together with this Certification.

Electronic Mailing

The signed and dated Notice to Employees in the above-captioned matter was electronically mailed on (date) 10/27/22 to all employees. **A copy of this distribution e-mail, with all of the recipients' e-mail addresses visible, along with a copy of the attached Notice, was e-filed via the Agency's e-filing portal at www.nlr.gov together with this Certification.**

Physical Mailing

The signed and dated Notice to Employees in the above captioned matter was mailed on (date) 10/28/22 to the employees described in the Settlement Agreement. **A copy of the list of names and addresses of employees to whom the Notices were mailed was e-filed together with this Certification.**

I have completed this Certification of Posting and state under penalty of perjury that it is true and correct.

C
By: (b) (6), (b) (7)(C)
Title: (b) (6), (b) (7)(C)
Date: 10/27/22

This form should be returned to the Regional Office together with **ONE** original Notice, dated and signed in the same manner as those posted. The Certification of Posting form and color-scanned signed Notice should be returned via e-file. Please do not e-mail or physically send hard copies of the Certification of Posting form or Notice at this time.



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Fax: (612)348-1785

Agent's Direct Dial: (952)703-2883

Email: deann.helget@nlrb.gov

November 1, 2022

VIA EMAIL ONLY

William J. LePinske, Grand Lodge Representative
District Lodge 9, International Association of Machinists
& Aerospace Workers, AFL-CIO
1901 South Meyers Road, Ste 210
Oakbrook Terrace, IL 60181-5206
wlepinske@iamaw.org

Re: Carmen High School of Science and
Technology, Inc.
Case 18-CA-296640, 18-CA-296643 and
18-CA-296936

Dear Mr. LePinske:

We have been advised that on October 27, 2022, the Employer posted the signed and dated Notice to Employees in this matter at the following location(s):

- Stellar Elementary: Teachers Lounge;
- Southeast High School – Main Office/Copy Machine;
- South Middle School: Library/Copy Room;
- Northwest Middle School - Copy Room/Main Office;
- Northwest High School – Main Office/Copy Room;
- South High School – Main Office/Copy Room;
- 1501 S. Layton Blvd – Coffee/Beverage Area

We have been advised that on October 27, 2022, the Employer emailed the signed and dated Notice to Employees in this matter to all employees.

We have been advised that on October 28, 2022, the Employer mailed the signed and dated Notice to Employees in this matter to the employees as described in the Settlement Agreement.

If you have any information to the contrary, you should inform me promptly. As you know, the Employer is obligated to keep the notices posted continuously for a period of 60 days from the date of posting.

Any complaints regarding posting or any other aspects of compliance in this matter should be promptly directed to this office, in writing, together with any evidence you may have.

Very truly yours,

/s/Deann Helget

DEANN L. HELGET
Compliance Assistant